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Industry Wage Survey
Hosiery, Except Women's
Burlington, NC
August 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
March 1988

Straight-time earnings of 2,816 production and related workers in the hosiery industry, except women's, in the Burlington metropolitan area averaged $5.46 an hour in August 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly pay ranged from $4.78 for boarders, automatic, to $8.90 for repairers of knitting machines. Knitters, automatic, one of the more populous jobs studied, averaged $5.13 an hour.

The survey also developed information on certain establishment practices and employee benefits provisions, such as paid holidays and vacations, retirement pension plans, life and health insurance, and scheduled weekly hours of work.

Included in the survey were establishments with 20 or more workers primarily engaged in knitting, dyeing, or finishing hosiery, except women's and misses' full- and knee-length seamless and full-fashioned hosiery, and panty hose (industry 2252 as defined in the 1972 edition of the *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget). Excluded were converters or jobbers and separate auxiliary units such as central offices and warehouses.

The Bureau also surveyed establishments primarily manufacturing women's hosiery. Separate summaries are being published for this industry branch for selected locations of industry concentration. A comprehensive bulletin that will include all data developed for the two industries is expected to be available in the fall of 1988.

The Burlington metropolitan area consists of Alamance County.

Data were obtained by visits of Bureau representatives to 15 of the 24 establishments in the area. These establishments, employing 2,588 workers, were selected and appropriately weighted to represent approximately 3,142 workers.

Fieldwork was directed by Jerry Adams, Assistant Regional Commissioner for Operations of the Bureau's Atlanta regional office.

Summary reports on hosiery, except women's, are being issued for the Middle Atlantic and Southeast regions, the States of North Carolina and Tennessee, and the metropolitan areas of Burlington; Greensboro, Winston-Salem, High Point; and Hickory. For the women's hosiery industry, reports are being published for the Southeast region, North Carolina, and the Greensboro, Winston-Salem, High Point area.

Summary reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Hosiery, except women's, Burlington, NC, August 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			3.35 and under 3.50	3.50 – 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 and over
All production workers	2,818	5.46	188	80	117	205	195	145	163	233	230	266	179	156	90	111	58	60	45	58	42	39	35	13	36	20	10	16	28
Men	675	6.41	4	10	9	42	22	25	26	48	48	56	32	35	17	32	15	23	19	33	24	31	21	11	33	13	7	14	25
Women	2,141	5.16	184	70	108	163	173	120	137	185	182	210	147	121	73	79	41	37	26	25	18	8	14	2	3	7	3	2	3
Selected production occupations																													
KNITTING																													
Knitters, automatic	301	5.13	4	-	4	44	46	14	19	25	39	27	30	19	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Men	22	4.38	-	-	2	14	2	1	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	279	5.19	4	-	2	30	44	13	19	25	39	26	29	18	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Time	94	4.57	-	-	-	24	36	4	2	-	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	185	5.51	4	-	2	6	8	9	17	25	11	26	29	18	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Operate only	301	5.13	4	-	4	44	46	14	19	25	39	27	30	19	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Men	22	4.38	-	-	2	14	2	1	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	279	5.19	4	-	2	30	44	13	19	25	39	26	29	18	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Time	94	4.57	-	-	-	24	36	4	2	-	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	185	5.51	4	-	2	6	8	9	17	25	11	26	29	18	14	7	3	3	-	2	-	-	1	-	-	-	-	-	-
Knitters, string [2]	82	5.48	-	-	-	12	4	6	4	9	13	8	3	4	4	5	3	-	2	2	-	-	2	-	-	-	1	-	-
Operate only	82	5.48	-	-	-	12	4	6	4	9	13	8	3	4	4	5	3	-	2	2	-	-	2	-	-	-	1	-	-
DYEING, BOARDING AND PREBOARDING																													
Dyeing-machine tenders [3]	115	5.36	-	4	6	8	5	5	10	14	3	18	-	22	-	18	-	1	-	-	-	-	-	1	-	-	-	-	-
Boarders, automatic [3]	388	4.78	73	10	20	28	46	21	24	40	16	31	21	20	13	6	6	5	3	1	1	-	1	-	-	-	-	-	-
FINISHING																													
Pairers [3]	289	5.85	5	10	19	12	15	14	16	19	26	28	12	23	21	19	7	7	12	6	9	3	2	-	-	-	2	-	2
Socks	241	5.85	4	9	16	11	13	13	13	14	19	24	10	22	15	18	3	6	11	5	7	2	2	-	-	-	2	-	2
Seamers, toe [3]	225	5.13	16	10	11	11	14	13	15	30	30	24	14	13	6	6	1	2	2	2	1	2	-	-	-	1	-	-	1
INSPECTING AND PACKAGING																													
Folders and boxers [3]	332	5.23	30	15	29	26	21	16	16	15	20	23	31	16	11	18	10	10	4	8	6	1	3	-	1	1	-	1	-
MAINTENANCE																													
Repairers, knitting machines [3]	40	8.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-	-	3	2	-	1	2	-	13	[4]10

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all women.
[3] Virtually all men.
[4] Workers were distributed as follows: 1 at $9.75 to $10.00; 6 at $10.25 to $10.50; 1 at $10.50 to $10.75; and 2 at $11.00 to $11.25.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefits: Hosiery, except women's, Burlington, NC, August 1987

Item	Percent of total plant employment		Item	Percent of —		Item	Percent of —		Item	Percent of —	
	Second shift	Third shift		Production and related workers	Non-supervisory office workers[1]		Production and related workers	Non-supervisory office workers[1]		Production and related workers	Non-supervisory office workers[1]
Shift differentials			**Scheduled weekly hours**			**Paid vacations**			**Insurance, health, and retirement plans**		
Workers in establishments with late-shift provisions	96.3	92.4	All workers	100		All workers	100				
With shift differentials	3.9	3.5	40 hours	100		In establishments not providing paid vacations	19		In establishments offering at least one of the benefits shown below	95	
Uniform cents (per hour)	-	3.5	**Paid holidays**			In establishments providing paid vacations	81		Life insurance	91	
15 cents	-	3.5	All workers	100		Length-of-time payment	39		Accidental death and dismemberment insurance	63	
Other pay differential	3.9	-	Receiving paid holidays	58		Percentage payment	41		Sickness and accident insurance or sick leave or both	74	
With no shift differentials	92.4	88.9	3 holidays	7		By vacation pay provisions for:			Sickness and accident insurance	71	
Workers employed on late shifts	16.8	8.4	4 holidays	14		6 months of service:			Sick leave (full pay and no waiting period)	3	
Receiving differentials	.8	.4	5 holidays	3		Under 1 week	47		Sick leave (partial pay or waiting period)	-	
Uniform cents (per hour)	-	.4	6 holidays	17		1 week	23		Long-term disability insurance	17	
15 cents	-	.4	7 holidays	18		1 year of service:			Hospitalization insurance	95	
Other pay differential	.8	-	Receiving no paid holidays	42		1 week	68		Surgical insurance	95	
Receiving no differentials	16.2	8.1				2 weeks	13		Medical insurance	95	
						2 years of service:			Major medical insurance	95	
						1 week	51		Dental insurance	17	
						2 weeks	29		Health maintenance organization	-	
						3 years of service:			Retirement plans	40	
						1 week	41		Pension	34	
						2 weeks	39		Lump sum	6	
						4 years of service:					
						1 week	41				
						2 weeks	39				
						5 years of service:					
						1 week	20				
						2 weeks	51				
						Over 2 and under 3 weeks	10				
						8 years of service:					
						1 week	20				
						2 weeks	51				
						Over 2 and under 3 weeks	10				
						10 years of service:					
						1 week	20				
						2 weeks	51				
						3 weeks	10				
						12 years of service:					
						1 week	20				
						2 weeks	51				
						3 weeks	10				
						15 years of service:					
						1 week	20				
						2 weeks	33				
						3 weeks	28				
						20 years of service or more:					
						1 week	20				
						2 weeks	33				
						3 weeks	10				
						4 weeks	18				

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.25
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292.
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
Meat Products, 1984. BLS Bulletin 2247. $6*
Men's and Boys' Shirts and Nightwear, 1984. BLS Bulletin 2232. $2.50*
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Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50
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Millwork, 1984. BLS Bulletin 2244. $2*
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103. Out of print.
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Shipbuilding and Repairing, 1986. BLS Bulletin 2295.
Structural Clay Products, 1986. BLS Bulletin 2288. $3.25
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Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
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Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
Textile Mills, 1985, BLS Bulletin 2265. $5.50
GPO Stock No. 029-001-02920-9
Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. $2.25*
Banking, 1985. BLS Bulletin 2269. $4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
Certificated Air Carriers, 1984. BLS Bulletin 2241. $2*
Computer and Data Processing Services, 1982. BLS Bulletin 2184. $2*
Contract Cleaning Services, 1981. BLS Bulletin 2152. Out of print.
Department Stores, 1981. BLS Bulletin 2147. Out of print.
Electric and Gas Utilities, 1982. BLS Bulletin 2218. $4.75*
Hospitals, 1985. BLS Bulletin 2273. $12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
Life and Health Insurance, 1986. BLS Bulletin 2293.
Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
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Coverage

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Source of data

- Samples of about 1,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

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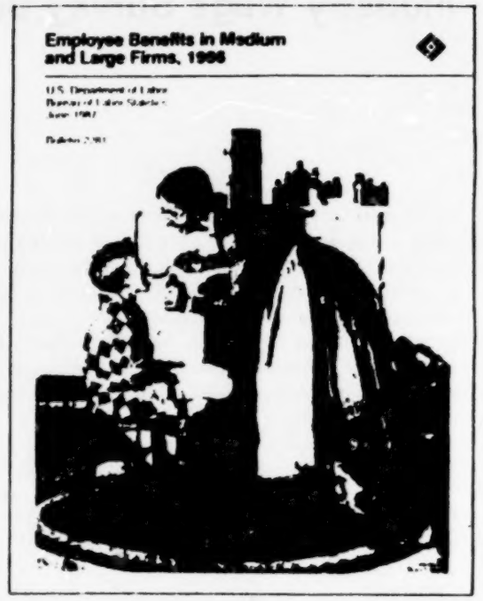

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